

July 2017



Maj. Richard Smith named Chief

The Board of Police Commissioners selected Major Richard C. Smith as the 45th Chief of Police of the Kansas City Missouri Police Department.

Smith will be sworn in as chief Aug. 15 at Police Headquarters. He currently is the commander of the Central Patrol Division.

“Being selected to be the Chief of the Kansas City Police Department is a great honor,” Major Smith said. “I am excited to lead the organization that I have grown up in, where I have been fortunate to build great relationships and friendships along the way.”



Finalists Chief Keith Humphrey of the Norman, Okla., Police Department and Major Richard C. Smith of KCPD fielded questions from the public in an open forum July 27. The Board chose Smith as KCPD's new chief the next day.

The Selection

Following former Chief Darryl Forté's retirement in May, 42 people applied for the KCPD Chief spot. Thirty-two of them qualified under state statute, according to Board of Police Commissioners (BOPC) President Leland Shurin. The search firm hired by the BOPC, Ralph Andersen & Associates, interviewed all 32 candidates, narrowing the field down to ten. BOPC members spent more than 15 hours interviewing the remaining 10 candidates, Shurin said. From that, they came up with three finalists: Deputy Chief U. Renee Hall of the Detroit Police Department, Chief Keith Humphrey of the Norman, Okla., Police Department and Major Smith of KCPD.

The day before the candidates were set to take questions in a public forum, the Dallas Police Department named Hall its new Chief of Police. Mayor (and BOPC member) Sly James said recruiting a new leader for KCPD was very competitive because Kansas City was one of nine major cities searching for a police chief at the same time.

Prior to engaging in candidate interviews, the BOPC convened forums at three locations throughout the City asking for the public's input on what they'd like to see in a new police chief.

“About half said they wanted an internal candidate, and the other half said they wanted someone from the outside,” Shurin said in an interview with the Kansas City Star editorial board.

That's what it came down to: Humphrey from Norman, Okla., and Smith with 29 years at KCPD.

The BOPC's choice was further complicated by its shifting membership.

Just as the search for a new chief was getting underway, Alvin Brooks left the Board to serve on the Hickman Mills School Board. The terms of BOPC members Angela Wasson-Hunt and Mike Rader had expired, but they still sat on the Board. Missouri Gov. Eric Greitens nominated Kansas City attorney Nathan Garrett and Bishop Mark Tolbert to replace Wasson-Hunt and Rader, but then Greitens withdrew their nominations a couple days later pending a legislative special session on an unrelated topic. So Wasson-Hunt and Rader remained on the board. Mayor James said the BOPC nominees, Garrett and Tolbert, were invited to sit in on all the interviews and give input. Garrett did so.

Garrett was sworn into the Board of Police Commissioners less than two hours before the July 27 public forum with the final chief candidates, Humphrey and Smith. The next morning, on July 28, he helped select KCPD's new police chief.

At the July 27 forum, Humphrey and Smith fielded numerous questions submitted

Continued on p. 3

Pg. 2

Staffing study report
Metro Patrol community event

Pg. 3

Rick Smith named Chief
continued

Pg. 4

Officially Speaking
Upcoming Events

Staffing study recommends changes

The police department should get 37 more officers on the street immediately, eliminate 28 patrol sergeants, cut back management positions and civilianize others, according to a controversial 300-plus page staffing study report released in July.

"Bear in mind the recommendations in the report are just that: recommendations," Interim Chief David Zimmerman wrote in a message to department members. "They are not requirements. Some may be beneficial for our department and the community we serve, and some may not be. A great deal of analysis and discussion will have to take place to determine what will best serve Kansas City and the KCPD."

The City Council and Retired Chief Darryl Forté initiated the study last year. The City paid \$109,000 for the study, with the department picking up the remaining \$25,000. The consultant, Matrix Consulting Group, conducted interviews with department members, anonymously surveyed department members and collected data on a variety of factors including crime, staffing and performance measures.

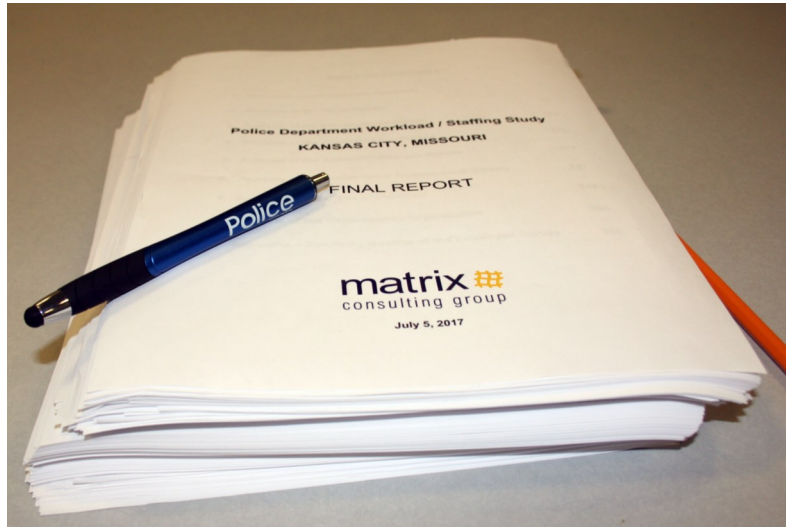
The report stated KCPD had many strengths, including employees' desire to forge and maintain positive community relationships and provide quality service, proactive patrol officers, recent quality control measures in investigations, the state-of-the-art Crime Laboratory, high training standards and a very efficient Fleet Operations Unit, among others.

The consultant also recommended a total of 75 more patrol officers: 37 immediately and 38 more in the long-term.

Incoming chief Major Rick Smith said at the July 28 public forum for chief candidates he wants to get additional officers patrolling right away.

"I want to look immediately and see how many boots of existing resources we can get on the streets," he said, noting that better response times are needed.

Major Smith said he was unsure about the recommendation to eliminate 28 field sergeant positions, saying front-line supervisors



have played a major role in preventing the kind of civil rights and excessive force complaints other police departments have experienced.

"If a supervisor addresses the little issues, maybe the big ones won't come up," Smith said. "If we pull that back, I don't think this department will keep the reputation it has."

The report also stated the department has too many sworn employees in management positions, and it recommended transitioning a number of supervisory and man-

agement positions from law enforcement to civilian, particularly those that oversee civilian functions.

Incoming chief Major Smith said Department leaders always should see whether there are advantages to shuffling employees around, but he said the staffing study focused primarily on financial efficiencies instead of other considerations.

One example was that the study recommended moving officers out of the Northland patrol divisions and into areas where call-for-service volume is higher. Board of Police Commissioners President Leland Shurin disputed that in an interview with the Kansas City Star editorial board, saying the Northland has 35 percent of the City's population but only 15 percent of its police resources. To diminish that further would be unwise, he said.

Some of the other more notable recommendations of the report include: eliminating two-officer patrol vehicles, eliminating the Mounted Patrol Unit, revising patrol division boundaries, increase Parking Control by 15 officers, add about a dozen detective positions in Violent Crimes, consolidate servers and information technology infrastructure with the City, add 19 more forensic specialists at the Crime Lab, add eight call-taker positions, ensure it takes no more than six months for new recruits to be hired, and combine the Administrative and Executive Services bureaus into one bureau.

Department leaders will address the report at the Aug. 15 Board of Police Commissioners meeting.

Metro Patrol hosts movie night



After a rain-out in July, Metro Patrol Division held a "Beauty and the Beast" movie night on August 1, which coincided with the National Night Out Against Crime. Along with free concessions, there were random thumb wrestling and strong man challenges, raffles, and even a little dancing. More than 50 residents and department members were in attendance.



by the public ranging from how to build trust in minority communities to staffing issues to their experience with officer-involved shootings.

After further interviews with both men the morning of July 28, the BOPC voted 3 to 2 to choose Rick Smith as the next Kansas City Missouri Chief of Police. Applause erupted from department members when Shurin made the announcement at a press conference.

Background

Major Smith was born and raised in St. Paul, Minn. He came to Kansas City in 1987 to be an officer of the Kansas City Police Department. After serving as an officer at Central Patrol Division and on the Tactical Response Team, he worked as a detective in the Robbery Unit. He was promoted to sergeant in 1998, the same year he earned his bachelor's degree in criminal justice from Park University. After an assignment in the South Patrol Division, Smith went to the Homicide Unit, where he was the supervisor of the Police Shooting Team.

Smith was promoted to captain in 2003, and he served in that position at South and East patrol divisions, in the Planning and Research Division and on the Tactical Response Team. In 2008, he graduated from the FBI National Academy. He earned a master's degree in criminal justice from the University of Central Missouri in 2008.

Upon his promotion to major in 2014, Smith was assigned to the East Patrol Division – the city's busiest. He transferred to oversee the Kansas City No Violence Alliance in 2015 and then to command Central Patrol Division in 2016.

Major Smith said serving as a commander of patrol divisions has helped prepare him for his new role.

"Having had the experience of being assigned to two Patrol Divisions, both East and Center, was a huge benefit," he said. "When I attended the Senior Management Institute for Police, Chuck Wexler stated, that being in charge of a Patrol Division is like being the Chief of Police for that area, and how you run that division gives insight to those who do the hiring for a Chief."

Major Smith said he has worked closely with neighborhood leaders during his time overseeing patrol divisions and views them as the key to reducing crime.

As far as extracurricular activities go, Major Smith is involved in many. He has served as chair of the Kansas City Police Employees

Retirement System since 2011 and as vice president of the Fraternal Order of Police Commanders Lodge No. 102 since 2012. He helped create the Police Foundation of Kansas City and has served as the Department's liaison to the Foundation since its inception in 2007. He also sits on the Advisory Board of Sheffield Place, an organization that assists homeless mothers and their children.

Plans for the future

At the July 27 public forum for the two Chief finalists, Smith said he has a three-pronged vision for the department:

1. Set employees up for success



2. Reduce crime and address neighborhood issues

3. Become more efficient and effective through partnerships.

To set employees up for success, Smith said he wants to bring back an internal audit unit to ensure the department is operating efficiently internally. He also wants every officer to receive Crisis Intervention Team training so they have the resources to deal with individuals they encounter who are in a mental health or substance abuse crisis.

Smith also said the Department needs to put more resources into recruiting across the board and in minority communities, emphasizing that policing is a noble profession. To retain quality officers, Smith said he'd like to implement a professional coaching/mentoring program and a uniform course to assist those entering into promotion processes. He also wants department members to especially encourage minority candidates to climb the ranks.

Smith said he recognizes that the second point of his vision – reducing crime – will be

the most difficult to achieve.

"The biggest challenge moving forward is working on the crime issue in Kansas City," he said. "If I had one goal, it is to get Kansas City off the top-ten violent crime list. Even if that goal may be lofty, our department should work toward that goal every day. There isn't a finer group of men and women to work side by side with as we work toward this goal."

Some of his plans for reaching that goal include increasing intelligence-sharing at the patrol division level, with accountability at the executive level. He'd like each station to create a database of neighborhood concerns and track how those are being addressed. He

also wants to expand the program he implemented at Central Patrol, where a social worker was assigned to the station (who was featured in the December 2016 Informant Newsletter). He said the social worker uses community resources to address residents' home-life problems that have evolved into public safety issues. Officers couldn't arrest their way out of those issues, but the social worker has been able to effect lasting positive change in everything from neighborhood feuds to youth loitering on the Country Club Plaza. Smith said he wants to assign a social worker to every patrol division.

A significant portion of violent crime often begins with fights on social media, so Smith said he would like to assign investigators to

gather intelligence from social media so police can intervene before a violent act occurs.

Throughout his comments at the public forum, Smith repeatedly emphasized the importance of working with neighborhood groups to combat crime and build trust, something he says he has worked hard at in commanding the Central and East patrol divisions. This plays into his third goal of becoming more efficient through effective partnerships. Smith said Community Interaction Officers at patrol stations are some of the most important people on the department for community members.

"They're the point of contact for almost everyone in Kansas City," he said.

The CIOs often have more work than they could handle, an issue Smith wants to address with possibly more staff assigned to the position. He also plans to create a city-wide CIO coordinator position to help and to coordinate city-wide events and address broader issues.

The public is invited to attend Smith's swearing in at 9:30 a.m. Aug. 15 in the Community Room of Police Headquarters.

Upcoming Events

August 2
Health Fair - Headquarters

August 2-6
NAWLEE Conference

August 10
Academy Graduation
EOC 160

August 15
Board of Police
Commissioners Meeting

August 22
Promotion Ceremony

The Informant is a
publication of KCPD's
Media Unit
(816) 234-5170
www.kcpd.org

Officially Speaking

Awards

Special Unit Citation

Property and Evidence Unit
Captain Natalina Ehlers
Sergeant Santiago Garza
Sergeant Steven Griswold
Detective Teurika Humphrey
Officer Erich Kenning-Zweimiller
Inventory Specialist Michael Acklin
Inventory Specialist Richard Curtin
Inventory Specialist Teresa Heim
Inventory Specialist Lori Hurt
Inventory Specialist Wendy Minnick
Inventory Specialist Eric Robinson
Inventory Specialist Keli Theison
Reserve Sergeant Pete Schilling
Reserve Officer Lance Stabler

Life-Saving Award

Officer Benjamin Lindsay

25-Year Rings

Officer David Osbahr
Detective Darold Estes
Detective Timothy Perry

Retirements

Officer Shannon Carrel
Officer Michael Huth
Officer Marc Lombardo
Polygraph Examiner Rickey Lees
Communications Specialist
William Schulte
Communications Specialist
Janice Scott
Communications Specialist
Amy Stephenson

Obituaries

Retired Officer Robert Crouch
Retired Officer William Pruitt

The mission of the
Kansas City Missouri
Police Department is to
protect and serve with
professionalism, honor
and integrity.